



HUMBER
POLYTECHNIC



BUILDING EDIB IMPACT

2024-2025



Inclusive Campus Culture & Organizational Leadership

BUILDING IMPACT

EMPLOYEES MATTER



Equity, Diversity, Inclusion & Belonging Action Plan
Humber College & University of Guelph-Humber (UGH)

Updated: August 2024

**Humber's inaugural Dean
of EDIB appointed**
December 4, 2023

200+

Staff and Students attended the
Launch of the EDIB Action Plan



SEPTEMBER 26, 2024

The Office of EDIB Launches
BUILDING CONNECTIONS: The Equity,
Diversity Inclusion & Belonging Action Plan



Equity, Diversity, Inclusion, and Belonging (EDIB)

**COLLECTIVE
ACTION**
LEARNING HUB

**The EDIB
Collective Action
Learning Hub is
launched with 7
Learning &
Development
opportunities for
leaders**

25

**Departments/Faculties
represented on the
EDIB Advisory Council**



The Office of Equity, Diversity, Inclusion, and Belonging

BUILDING IMPACT

STUDENTS FIRST

500+

Students and Staff
attended the Black
Heritage Month
Events



150+
participants for

PRIDE BY NUMBERS
highlighting the power of
art, community, and
belonging in celebrating
Transgender visibility.



490+
attended Wellchella

% of students who agree or
strongly agree that the Equity
Hubs increased their sense of
belonging at Humber.

97% →



← **73%**

96% →



BUILDING IMPACT

FOCUS ON CORE ACTIVITIES

5 COMMUNITY CONVERSATIONS

held where 90% of survey respondents agreed or strongly agreed that Community Conversations expanded their understanding of equity, diversity, inclusion, and belonging (EDIB).



TEAM COHESION

Leading the Way to Effective Team Collaboration

AN EDIB TOOLKIT



The Office of Equity, Diversity, Inclusion, and Belonging (EDIB)



PROMISING PRACTICES

ENHANCING SFQS WITH OPEN-ENDED QUESTIONS

This checklist is designed to help faculty craft effective open-ended questions for Student Faculty Questionnaires. By following these guidelines, you can create questions that encourage thoughtful, detailed, and constructive feedback from students. The aim is to gather actionable insights that support continuous course improvement and foster a more engaging learning environment. Use this checklist as a tool to ensure your questions are clear, purposeful, and aligned with your teaching goals.

Purpose and Clarity

- ☐ Does the question have a clear purpose that aligns with your feedback goals?
- ☐ Is the question written in simple and accessible language?
- ☐ Does the question avoid ambiguity or unnecessary jargon?

Relevance and Specificity

- ☐ Is the question relevant to the course content, teaching methods, or learning environment?
- ☐ Does the question encourage students to reflect on their specific experiences?
- ☐ Is the scope of the question manageable (not too broad or too narrow)?

Engagement and Openness

- ☐ Does the question invite honest and thoughtful responses?
- ☐ Is the question non-leading and free from bias or assumptions?
- ☐ Does the question avoid compound phrasing (asking two things at once)?

Actionability

- ☐ Will the responses provide actionable insights for course improvement?
- ☐ Can you clearly envision how you will use the responses to make changes?

The Office of Equity, Diversity, Inclusion, and Belonging (EDIB)

The Office of Equity, Diversity, Inclusion, and Belonging (EDIB) Presents...



COMMUNITY CONVERSATIONS

Breaking the Cycle of Hate
with Chandra (Nat) Limiarja



Monday, October 28th, 2024

Time: 12:00pm - 1:00pm

Location: North Campus – E Concourse

Register Here



6

Toolkits and Resource Guides Created by the Office of EDIB

3

EDIB Curriculum Integration Consultations

14+

Specialized EDIB capacity building sessions for Humber teams and leaders.



Collective Action & Community Engagement

BUILDING IMPACT

INVEST IN OUR FUTURE

Student-Faculty Partnership: EDIB x FMCAD X BSSE

Students participated in an experiential learning opportunity; the Canadian Black History Experience. This provided mentorship, access to an international tech conference to contribute a new immersive exhibit amplifying Black Canadian experiences for the broader community.

over
20 Strategic initiatives and partnerships with EDIB thought leaders and community organizations

Travel. Learn. Create



The poster features a silhouette of a person wearing a VR headset, set against a vibrant, abstract background with circular patterns in blue, yellow, and red. The text "Canadian Black History Experience" is written in large, bold, pink letters with a blue outline.

Canadian Black History Experience

CURIOUS? North: BCTI 308 | Sept. 24 | 12PM-1PM
Info Sessions Lake: A411 | Sept. 25 | 12PM-1PM
everyone welcome

HUMBER POLYTECHNIC **B·S·S·E**  **SCAN ME**



Launched The Collective: Women's Empowerment Network



The poster has a light green background with a subtle pattern of leaves and branches. It features the Building CONNECTIONS logo at the top, followed by the text "The Office of Equity, Diversity, Inclusion and Belonging (EDIB)". Below this, the title "THE COLLECTIVE: WOMEN'S EMPOWERMENT NETWORK" is written in bold, black, all-caps. At the bottom is the Humber Polytechnic logo.

Building CONNECTIONS
The Office of Equity, Diversity, Inclusion and Belonging (EDIB)

**THE COLLECTIVE:
WOMEN'S EMPOWERMENT NETWORK**

HUMBER POLYTECHNIC

The Office of Equity, Diversity, Inclusion, and Belonging